

Coon Rapids-Bayard CSD

Coon Rapids-Bayard EA

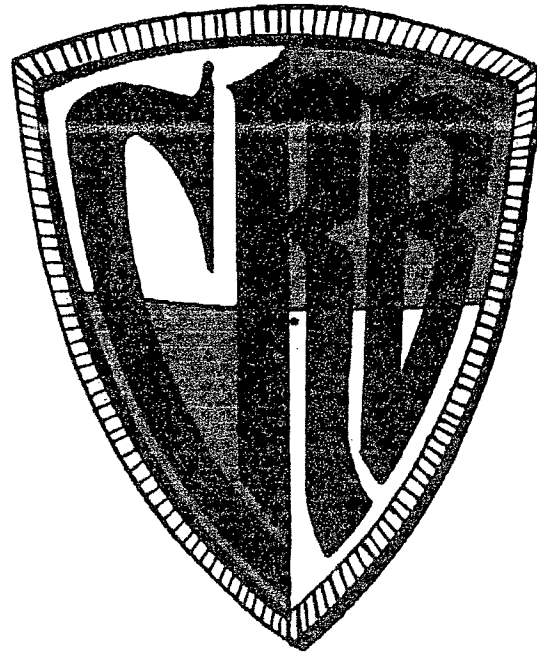
8/15/2006 8/14/2007

Coon Rapids-Bayard Community School District

August 15th, 2006

thru

August 14th, 2007



A Negotiated Agreement Between the
Coon Rapids-Bayard Community
School District and the
Coon Rapids-Bayard Education
Association

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ARTICLE 1 – RECOGNITION

- 1.1 The Board of Directors of the Coon Rapids-Bayard Schools recognizes the Coon Rapids-Bayard Education Association as exclusive and sole representative of all certificated personnel employed by the Board.
- 1.1.1 Certified personnel are defined as employees working in professional positions requiring a teacher's certificate.
- 1.2 Board employees specifically excluded from all terms, conditions and provisions of this negotiated agreement include:
 - 1.2.1 Personnel whose assignment includes duties as superintendent of schools or building principal.
 - 1.2.2 All part-time employees unless articles of this agreement specifically state otherwise. (Assignments of less than 30 hours per week or temporary assignments of less than 9 months).
- 1.3 The Association recognizes the Board as the duly elected representatives of the people and agree to negotiate only with the Board through the negotiating agent or agents officially designated by the Board to act on its behalf.
- 1.4 It is expressly understood and agreed that all functions, rights, powers, or authority of the Administration of the School District and the Board of Directors which are not specifically limited by the express language of this Agreement are retained by the Board provided, however, that no such right shall be exercised so as to violate any of the specific provisions of this agreement.

ARTICLE 2 – COMPLIANCE CLAUSES AND DURATION

- 2.1 Should a court of competent jurisdiction declare an article, section, or clause of this agreement illegal, then that article, section, or clause shall be deleted from this agreement to the extent that it violates the law. The remaining articles, sections, and clauses shall remain in full force and effect.
- 2.2 This agreement shall be effective as of August 15, 2006 and shall continue in effect until August 14, 2007. This agreement shall remain in effect after August 14, 2007 unless either party delivers proper written notice to the other party of its desire to modify, alter, or terminate this agreement. Any other provision of the contract may be modified, altered or terminated through the mutual consent of both parties.
- 2.3 In witness whereof the parties hereto have caused this Agreement to be signed by their respective presidents, attested by their respective chief negotiators, and their signatures placed thereon, all on the

12TH day of APRIL, 2006

COON RAPIDS-BAYARD EDUCATION ASSOCIATION

Nancy Duncan
PRESIDENT

Brad Schlep
CHIEF NEGOTIATOR

COON RAPIDS-BAYARD COMMUNITY BOARD OF EDUCATION

[Signature]
PRESIDENT

Jim Schwallu
CHIEF NEGOTIATOR

ARTICLE 3 – GRIEVANCE PROCEDURE

- 3.1 The purpose of this procedure is to secure, at the lowest possible level, equitable solutions to the problems, which may arise from time to time affecting persons in the Bargaining Unit. Both parties agree that those proceedings will be kept as informal and confidential as may be appropriate at any level of the procedure.
- 3.2 A grievance is a claim that there has been a violation, misinterpretation, or misapplication of any of the specific provisions of this agreement. Provisions described as non-grievable shall not under any circumstances be submitted to the grievance procedure.
- 3.3 Any individual or group of individuals in the Bargaining Unit or the Bargaining Unit itself shall have a right to present grievances in accordance with these procedures.
 - 3.3.1 The number of days indicated at each level should be considered as a maximum and every effort should be made to expedite the process. The time limits, however, may be extended by mutual agreement.
 - 3.3.2 An aggrieved person may only invoke the formal grievance procedure through the Association on the form set forth in Appendix B. The grievance form shall be available from the Association president and the grievant and a representative of the Association shall sign said form. A copy of the grievance form shall be delivered to the appropriate principal or immediate supervisor.
 - 3.3.2.1 Grievances shall be processed to arbitration only at the option of the Association.
- 3.4 Complaints are to be entered at the level of complaint, generally at the Principal's level. The individual has no right to individually process a grievance without Association assistance, demand that grievance forms be used, demand levels of appeal be available, or demand written dispositions be provided. All complaints shall be processed through the appropriate levels with the lowest level being used first.
 - 3.4.1 No adjustment of a complaint will be inconsistent with this agreement.
- 3.5 **Level One – Informal**

An attempt shall be made to resolve any grievance in informal, verbal discussion between the aggrieved and his or her principal or immediate supervisor.

 - 3.5.1 Beginning with Level Two the Association will be entitled to have a representative present through the following procedures.

3.6 Level Two – Formal

If the grievance cannot be resolved informally, the aggrieved shall file the grievance in writing through the Association representative on the appropriate form (see Appendix), and, at a mutually agreeable time, discuss the matter with the Principal. The filing of the formal, written grievance at Level Two must be within twenty (20) days from the date of occurrence of the event—giving rise to the grievance. The principal shall make a decision on the grievance and communicate it in writing to the aggrieved, the Superintendent, and Association representative within ten (10) days after receipt of the grievance.

3.7 Level Three - Formal

In the event a grievance has not been satisfactorily resolved at Level Two, the aggrieved shall file within ten (10) days of the Principal's written decision at Level Two, a copy of the grievance with the Superintendent. Within ten days after such written grievance is filed, the aggrieved, the Superintendent and Association Representative shall meet to resolve the grievance. The Superintendent shall file an answer within ten (10) days of the Level Three grievance meeting and communicate it in writing to the aggrieved, the Principal, and Association Representative.

3.8 If the grievance is not resolved satisfactorily at Level Three, there shall be available a fourth level of impartial, binding arbitration. The Association may submit in writing, a request on behalf of the Association and the aggrieved person to the Superintendent within ten (10) days from receipt of the Level Three disposition to enter into such arbitration. The arbitration proceeding shall be conducted by an Arbitrator to be selected by the two parties within seven (7) days after said notice is given. If the two parties fail to reach agreement on an Arbitrator within seven (7) days, the American Arbitration Association will be requested to provide a list of five (5) arbitrators. The parties will decide, by lot, who will strike the first name, and shall alternate striking names until only one remains. The remaining name shall be the Arbitrator. The decision of the Arbitrator will be final and shall be binding to both parties.

3.8.1 Expenses for the Arbitrator's services shall be borne equally by the School Board and the Association.

3.8.2 The Arbitrator shall not amend, modify, nullify, ignore, or add to the provision of the Agreement. The Arbitrator's authority shall be strictly limited to deciding only the issues presented in writing by the School Board and the Association and the decision must be based solely and only upon the Arbitrator's interpretation of the meaning or application of the express relevant language of the agreement.

3.8.3 The Arbitrator's written statement to the Board and the Association shall be filed within fifteen (15) days after holding a prompt hearing and receiving final statements. A written copy shall be furnished to the Board and the Association.

- 3.9 If, in the judgment of the Association, a grievance affects a group or class of employees, the Association may submit such grievance in writing to the Superintendent directly and the processing of such grievance shall be commenced at Level Three. The Association may process such a grievance through all levels of the grievance procedure.
- 3.10 In the event a grievance is filed at such time that it cannot be processed through all the steps in this grievance procedure by the end of the school year, the time limits set forth shall herein be reduced so that the grievance procedure may be exhausted prior to the end of the school year or within a maximum of thirty (30) days thereafter.
- 3.10.1 In the event a grievance is filed at such time that it cannot be processed through all the steps in this grievance procedure before a period of extended holiday vacation, the time limits set forth herein shall be extended so that the grievance procedure may be resumed at the holiday vacation resumption of school.
- 3.11 All documents, communications and records dealing with the processing of a grievance shall be filed in a separate grievance file and shall not be kept in the personnel file of any of the participants.

ARTICLE 4 – WAGES AND SALARIES

4.1 **Schedule** – The salary of each employee covered by the regular salary is set forth in the attached salary schedule (Appendix D) and is a part thereof.

4.1.1 Certificated personnel on the regular salary schedule who move from one educational lane to a higher educational lane shall move to the corresponding eligible step on the higher lane. For an employee to advance from one educational lane to another, the employee shall inform the superintendent of the intent to move to a higher lane by the first teaching day of the contract year and will file suitable evidence of additional educational credits with the superintendent as soon as said evidence is available. Pay adjustment shall be retroactive to the beginning of the same contract year.

4.1.2 The educational credit necessary for lane movement will be defined in board policy. For employees new to the district, the individual contract with the Board shall indicate lane and step salary schedule placement. The initial placement on the salary schedule is non-grievable however, the board shall not place employees on a higher salary step than their experience would allow. Once new employees are assigned a step on the salary schedule, they will normally move one step on the salary schedule for each full year of experience in the district. Individual employees may be held on the same salary step or have their salary frozen from one year to the next, if in the superintendent's opinion, the employee's performance is below the district's standards.

4.2 Supplemental pay for extra-curricular duties shall be contracted according to the attached schedule. Extended contracts for Vocational Home Economics, Guidance, and Vocational Agriculture shall be paid at a per diem rate.

4.3 Extra Period Compensation - Secondary

A secondary employee who is assigned the same number of teacher-pupil contact periods as the number of periods in the day, on a regular basis, shall be granted an additional amount of the base salary equal to one divided by the number of periods in a day. This is exclusive of the lunch period.

4.3.1 Assignment to a supervised study period or non-compensated extra-curricular activity during school hours shall be considered a pupil contact period for the purpose of this article.

- 4.4 Phase II money plus that portion of Phase I money will be distributed as follows: that portion available for salaries after adjustments for FICA and IPERS shall be divided by the total number of experience and training increments of employees to determine the unit amount of Phase money per increment. The unit amount multiplied by the number of experience and training increments of each employee shall determine the amount of Phase money included in each employee's salary.

4.5 **Dues Deduction**

Authorization – Any employee who is a member of the Association or who has applied for membership, may sign and deliver to the Board an assignment authorizing payroll deduction of professional dues. The form of the assignment shall be as set in Appendix A.

Regular Deduction – Pursuant to a deduction authorization, the Board shall deduct one-twelfth (1/12) of total dues from the regular salary check of the employee each month for 12 months, beginning in September and ending in August of each year.

Pro-Rated Deduction – Employees who begin deduction after September shall have the total dues pro-rated on the basis of the remaining months of employment through June.

Termination – Any employee who terminates employment prior to the end of the year shall provide verification to the Board from the Association that dues are paid in full or those satisfactory arrangements have been made therefore.

Duration – New authorization forms are to be completed each year for continued payroll deduction.

Payment – The Board Secretary shall write a check monthly to the proper organization including that month's withheld dues or fees.

- 4.6 The Board will pay teachers \$.30 per mile when they are required to travel between the buildings using their own vehicles. Payment will be made at the end of each semester. Payment will be made for the direction of the assigned travel.
- 4.7 Teacher assigned to substitute for other teachers during their free (preparatory) period will receive regular substitute pay - \$14.00 per period.
- 4.8 Teachers will be assigned to take tickets or supervise up to three school extra-curricular activities without additional compensation. Any additional assignments to supervise or take tickets at activities outside the regular school day will be reimbursed at the rate of \$6.00 per hour.

ARTICLE 5 – WORKDAY

- 5.1 The total workday shall consist of not more than seven hours and fifty minutes with the hours of work determined by the administration, which shall include a scheduled duty-free lunch period of at least 20 minutes. The employees shall not be required to be available during this scheduled lunch period for conferences with students or parents or for supervision, unless an emergency situation arises involving the safety of students. Employees may leave during the workday upon permission from their principal, or the employer's appointed supervisor.
- 5.2 When dismissed early due to inclement weather, or on Fridays and days preceding holidays and vacation periods, all buildings will be dismissed at the same time, no later than 10 minutes after the latest scheduled bus departure. Teachers will not be expected to attend when students do not attend due to inclement weather.
 - 5.2.1 Inclement weather shall be defined as those days, which the administration has determined unsafe for pupil transportation.

ARTICLE 6 – EXTENDED LEAVES OF ABSENCE

6.1 Association Leaves

- 6.1.1 CR-BEA officers or authorized association members shall be allowed two (2) days of paid released time for the purpose of attending instructional conferences, workshops and delegate assemblies sponsored by the Iowa State Education Association.

6.2 Sick Leave – Accumulative Benefits

All first year employees shall be entitled to eleven (11) sick leave days as of the first official day of said school year or when they report for paid duty. The second year each employee shall be entitled to 12; the third year, it shall be 13; the fourth year it shall be 14; and the fifth and each subsequent year it shall be 15 days credit on the first official day or when they report for paid duty. Unused sick leave days shall be accumulated from year to year up to a maximum of one hundred twenty (120) days.

- 6.2.1 Notification of accumulation – Employees shall be given a copy of a written accounting of accumulated sick leave days not later than September 1 of each school year.
- 6.2.2 Extended Leave – An employee who is unable to work because of personal illness or disability, and who has exhausted all sick leave available shall be granted a leave of absence without pay for the duration of such illness or disability, or for the remainder of the school year, whichever comes first.
- 6.2.3 Job Related Illness or Injury – In the event a certified employee is injured or becomes ill in a job related incident, the District furnishes workman's compensation insurance. Furthermore, the District will correlate sick leave with workman's compensation as provided by law.
- 6.2.4 Two days of sick leave may be used for care of sick children. This leave cannot be accumulated from year to year.

6.3 Pregnancy Leave – All employees shall be eligible for pregnancy leave subject to the following conditions:

- 6.3.1 Pregnancy shall be considered a disability and leave shall be granted under the provisions of 6.2.2. Sick leave may be used for the period of medical disability if the employee has accumulated sick leave. The Board reserves the right to require additional medical examinations to verify the medical disability by doctors of the Board's choice. The employer shall be responsible for the expense of additional examinations.

6.3.2 Employees using pregnancy leave as unpaid leave shall complete a request for leave indicating time desired to return to work from the unpaid leave. The superintendent has the right to modify the desired return to work date to reduce disruption of the educational process. The employee may return when indicated by the superintendent or return when the medical disability is over and not utilize unpaid pregnancy leave.

6.4 **Bereavement Leave --**

Funeral – immediate family (spouse, dependents, parents, sisters, brothers, spouse's parents, spouse's brothers, spouse's sisters) five days for each.

Funeral – relative (grandparents, grandchildren, aunts, uncles, nieces, nephews, spouse's grandparents, brothers-in-law, sister-in-law) – two (2) days for each.

Funeral – friend or relative not covered above – ½ (one-half) day (one day if more than fifty miles) Pallbearer – ½ day.

6.5 **Good Cause** – When requested in writing, other extended leaves of absence without pay may be granted by the superintendent.

6.6 Employees on approved leaves of absence shall have the option to continue board provided insurance programs by paying the premiums themselves subject to the conditions and regulations of the insurance carrier.

6.7 **Employee Family and Medical Leave** - Unpaid family and medical leave will be granted up to 12 weeks per year to assist employees in balancing family and work life. For purposes of this policy, year is defined as fiscal year. Requests for family and medical leave will be made to the superintendent.

Employees may be allowed to substitute paid leave for unpaid family and medical leave by meeting the requirements set out in the family and medical leave administrative rules. Employees eligible for family and medical leave must comply with the family and medical leave administrative rules prior to starting family and medical leave.

The requirements stated in the Master Contract between employees in that certified collective bargaining unit and the board regarding family and medical leave of such employees will be followed.

ARTICLE 7 – TEMPORARY LEAVES OF ABSENCE

Paid Leave – Employees shall be entitled to the following temporary, non-accumulative (except where accumulation is specifically provided) leaves of absence with full pay each school year.

- 7.1 **Personal Business** – At the beginning of every school year each employee shall be credited with two (2) days to be used for the employee's personal business. The employee shall not be asked to explain the reason for such leave. Unused personal leave days shall accumulate to a maximum of five days. All personal leave requests must be filed in writing at least one (1) day in advance of the proposed leave, except in cases of emergency. (Four requests will be allowed, more if substitutes are available.)
- 7.2 **Jury and Legal** – Any employee called for jury duty during school hours or who is summoned to appear in any judicial proceeding, to which they have no financial interest, shall be provided such time. Any fees or remuneration the employee received during such leave, except for mileage, shall be turned over to the Coon Rapids-Bayard Community School District.
- 7.3 **Professional Leave** – Professional leave shall be available to be requested by the employee. The decision to grant or deny said request is the sole decision of the superintendent.
- 7.4 **Good Cause** – When request in writing, other leaves of absence with pay may be granted by the superintendent. Personal business leave shall be used prior to requesting Good Cause Leave.
- 7.5 **Serious Family Illness** – A maximum of five days serious family illness leave may be requested by an employee. The superintendent has the discretion to grant or deny usage requests.
 - 7.5.1 Fully paid leave days may be used for serious illness in which an immediate family member is hospitalized.
 - 7.5.2 Paid leave days may be used for serious illness when an immediate family member is under a doctor's care. The employee shall immediately reimburse the district the usual cost of the substitute teacher, even if no substitute was used.
 - 7.5.3 Immediate family will be defined as children, spouse or parents for the purpose of this Article.

ARTICLE 8 – EVALUATION PROCEDURE

The purpose of evaluation is for the District to determine the worth of the employee.

- 8.1 The classroom teaching performance of first and second year classroom teachers shall be formally evaluated a minimum of three times each year. Beyond their second year of service, classroom teachers will be formally evaluated as deemed practical and possible by the administration. The first and second evaluation of a first/second year teacher will be completed on or before February 1 and third evaluation on or before March 30. The principal or appropriate supervisor shall observe each employee, no longer on probation, at least once every three years for the purpose of formal evaluation. The evaluator shall have a meeting as soon as possible, but not later than ten (10) school days, (unless both the teacher and the evaluator agree to extend the period) with the teacher following the classroom observation and prior to submission of the written report to the superintendent.
- 8.2 Prior to the first evaluation after the beginning of each school year a member of the administrative staff shall acquaint teachers with the evaluation procedures to be observed. The evaluator shall inform the teacher of criteria policy to be observed, but said criteria and policy shall be at the sole discretion of the Board.
- 8.3 Results of the formal classroom observations provided for in Section 1, above, shall be in writing, with a copy to be given to the teacher, and shall be preceded by an in-class observation of the teacher's performance.
- 8.4 The evaluator shall have a meeting, as soon as possible, but not later than ten (10) school days, with the teacher following classroom observation and prior to submission of the written evaluation report to the superintendent.
- 8.5 The teacher shall have the right to submit an explanation or other written statement regarding any evaluation for inclusion in his/her personnel file to be attached to the evaluation for sheet. All evaluation reports during this contract period shall be available at reasonable times and places for the teacher's inspection or the teacher's designee authorized in writing.
- 8.6 All formal evaluation of classroom teaching performance of a classroom teacher shall be conducted openly and with full knowledge of the teacher. Openly is defined to mean not using intercommunication equipment.
- 8.7 If teachers are to be disciplined officially or reprimanded officially by the Board or its agents, they shall be entitled to have a representative of the Association present.
- 8.8 This article deals with but a single method of teacher evaluation, i.e. evaluation of classroom teaching performance. Nothing in this article is to be construed as precluding evaluation of teachers, in performance of their duties, by any other means whatsoever as deemed appropriate by the administration of the school district.

ARTICLE 9 – STAFF REDUCTIONS

- 9.1 When employees are to be terminated or demoted as deemed necessary by the Board of Directors, the following procedure shall determine those employees to be terminated or demoted first.
 - 9.1.1 Unless needed to maintain an existing program, staff members with emergency and/or temporary certification shall be released first, and non-degree teachers shall be released second.
 - 9.1.2 After complying with 9.1.1, the employer will release employees, unless needed to maintain a program, subject to qualifications and evaluations. If in the administrator's opinion, no meaningful distinction can be made in qualification and evaluation, the least senior employee will be reduced first.
 - 9.1.3 Employees may appeal their release through termination procedures of the Code of Iowa, Chapter 279, but may not use the grievance procedure to appeal staff reduction or termination procedures.
- 9.2 Any employee terminated or demoted pursuant to this policy shall receive notification by the Board, if the position reopens, for one year from effective date of termination or demotion.
- 9.3 Notification: The Administration shall provide written notice to the employee association and to each employee who may possibly be affected by reduction, and written reasons thereto, no later than April 30, preceding each school year. Such notice shall include specific written reasons for reduction in staff.
- 9.4 **Recall**
 - 9.4.1 If there is a vacancy in a negotiating unit position, employees who are certified to perform the work in question will be recalled in the order of the person with the most seniority being recalled first.
 - 9.4.2 Notice of recall will be given by telegram or registered mail to the address given to the Board by the employee. A copy of the notice will be given to the Association President. If an employee fails to respond within ten (10) days after receipt of the above notice of recall, the employee will be deemed to have refused the position offered.
 - 9.4.3 An employee who has been terminated for reasons of staff reduction will remain on the recall list for one (1) year following the effective date of termination. The effective date of termination shall be the day after the last working day.

- 9.4.4 All benefits, to which an employee was entitled at the time of the reduction in staff, including sick leave accumulation and seniority, shall be restored to the employee upon return to employment with the District.

ARTICLE 10 – TRANSFERS

10.1 **Definition of Transfer** – The assignment of an employee to a different job classification, grade level, subject area or building shall be considered a transfer.

10.2 Voluntary Transfers

10.2.1 The superintendent shall post a list of the vacancies, which occur during the school year, and for the following school year within five (5) days after such vacancies are official by action of the Board.

10.2.2 **Filing Requests** – Employees who desire a transfer to a position posted or a position, which may be posted at a future date, may file a written statement of such desire with the superintendent. Such statement shall include the grade and/or subject to which the employee desires to be transferred. If more than one position is desired, the positions shall be listed in order of preference.

10.2.3 The administration reserves the right to deny any or all transfers to maintain the quality of school programs. If an application is denied, applicants will be provided written reasons for the denial.

10.2.4 If two (2) or more employees with comparable qualifications, certification, and evaluation have applied for transfer to the same position, the determination as to which employee shall receive the transfer shall be made on the basis of seniority in the District.

10.3 Involuntary Transfer

10.3.1 Notice of an involuntary transfer shall be given in writing to employees seven (7) calendar days in advance of any transfer.

10.3.2 An involuntary transfer shall be made only after a meeting between the employee involved, the Association representative, and the superintendent at which time the employee shall be given written reason(s) therefore.

10.3.3 The employee may not appeal the involuntary transfer through the grievance procedure.

ARTICLE 11 – HEALTH AND SAFETY

- 11.1 The employer shall endeavor to provide and maintain a safe place of employment. All employees shall endeavor in the course of performing the professional duties associated with their employment to be alert to unsafe practices, equipment or conditions, and to report any such unsafe practices, equipment, or conditions to their immediate supervisor.
- 11.2 The Board shall pay up to \$50.00 for one (1) required school physical at the time of hire for all employees covered under this agreement.

ARTICLE 12 – FRINGE BENEFITS

- 12.1 Retiring teachers or teachers who have at least ten (10) years of service in the Coon Rapids-Bayard Schools will be eligible for payment of \$10.00 per day for their accumulated sick leave. Retiring teachers or teachers who have at least twenty (20) years of service in the Coon Rapids-Bayard Schools will be eligible for a payment of \$15.00 per day for their accumulated sick leave. Payment will be made when these teachers terminate their contract and submit a written request for payment.

ARTICLE 13 – INSURANCE

- 13.1 The Board agrees to provide or make available to all certified personnel, as defined in Article 1, who are employed on a permanent basis for at least 30 hours per week and who are covered by the negotiated agreement and who elect to be insured and pay the employee contribution, the insurance coverage outlined below. All such coverage is subject to the terms and conditions of the Board selected insurance carrier. The District will pay a proportional amount of district's contribution, to employees with 50% to 75% of full-time contracts, for an employee's medical, health and life insurance coverage cost equal to the proportion of the employee's contract.
- 13.2 Eligible employees working 30 hours per week or more qualify to participate in the 80/20 employee and family medical health insurance including major medical, subject to the employee contribution. The employee/employer contribution percentages are as follows:
- a) District will pay 100% of an eligible single premium for Protector 500 coverage (\$500 deductible).
 - b) District will pay 89% (\$955.96) per month and an eligible employee 11% (\$110.00) per month of a family premium for Protector 500 coverage (\$1,000 deductible). There is no cost for family premium when two spouse certified staff are employed by the District.
 - c) An eligible employee may choose Protector 200 coverage (\$200 single/\$400 family deductible) and pay the difference in the premium.
 - d) District will pay 91% (\$955.96) per month and an eligible employee 9% (\$83.27) per month of a family premium for Protector 750 with Blue RX (\$1,500 family deductible).
 - e) An employee eligible for single/family coverage, but chooses not to take coverage through the District may select cash equal to 44% of savings to District.
 - f) An eligible employee who qualifies for family coverage, but chooses single coverage may select cash equal to 44% of the savings between single premium and board contribution of family premium for Protector 500.
 - g) An eligible employee who qualifies for family coverage and spouse, who is also a District employee, elects to have two (2) single health insurance policies of Protector 500 may select cash equal to 44% of the savings between family premium and two (2) single premiums for Protector 500.

Those employees wishing coverage will sign a payroll deduction authorization or a pre-tax deduction authorization for medical and health insurance coverage.

The nurses who qualify by working 30 hours per week or more will receive District paid single medical insurance (if the employee contribution is paid) and may receive family medical insurance coverage by paying the costs of the premiums.

13.3 Long Term Disability insurance will be paid by the District.

13.4 \$10,000 Term Life Insurance will be paid by the District subject to provisions in Article 13 Section 1.

INTERPRETATION

The following interpretation of the Negotiated Agreement between the Coon Rapids-Bayard Community School District and the Coon Rapids-Bayard Education Association August 15, 2006—August 14, 2007 is agreed upon by both parties to the agreement. The interpretations outlined below are to be considered by all parties including neutrals whenever an interpretation of the written agreement is necessary.

Both parties to the agreement recognize the common usage of the word “may” especially but not solely as used in Article 6.5 “Extended Leaves of Absence – Good Cause” and 7.4 “Temporary Leaves of Absence – Good Cause” leaves the discretion of granting approval or denying requests for good cause leave to the superintendent. The intent, leaving the discretion for approving or denying requests to the superintendent, shall remain in effect for subsequent negotiated agreements until this interpretation is expressly changed in writing by the mutual agreement of both parties.

It is also understood that the provisions of this contract applies equally to all teachers employed during the 1987-88 school year by the Coon Rapids Community School District and/or the Bayard Community School District. Seniority is defined as starting with the most recent date of uninterrupted employment by the Coon Rapids Community School District and/or the Bayard Community School District. Seniority will be accrued from the most recent date of uninterrupted employment by the Bayard Community School District for teachers with contracts assumed by the Coon Rapids Community School District for the 1986-87 school year as part of the whole grade sharing agreement.

**COON RAPIDS-BAYARD COMMUNITY SCHOOL DISTRICT
SALARY SCHEDULE
2006-2007**

STEP	BA	BA+10	BA+20	MA	MA+15
0	\$24,400	\$25,075	\$25,750	\$26,425	\$27,100
1	\$25,075	\$25,750	\$26,425	\$27,100	\$27,775
2	\$25,750	\$26,425	\$27,100	\$27,775	\$28,450
3	\$26,425	\$27,100	\$27,775	\$28,450	\$29,125
4	\$27,100	\$27,775	\$28,450	\$29,125	\$29,800
5	\$27,775	\$28,450	\$29,125	\$29,800	\$30,475
6	\$28,450	\$29,125	\$29,800	\$30,475	\$31,150
7	\$29,125	\$29,800	\$30,475	\$31,150	\$31,825
8	\$29,800	\$30,475	\$31,150	\$31,825	\$32,500
9	\$30,475	\$31,150	\$31,825	\$32,500	\$33,175
10	\$31,150	\$31,825	\$32,500	\$33,175	\$33,850
11	\$31,825	\$32,500	\$33,175	\$33,850	\$34,525
12	\$32,500	\$33,175	\$33,850	\$34,525	\$35,200
13	\$33,175	\$33,850	\$34,525	\$35,200	\$35,875
14			\$35,200	\$35,875	\$36,550
15				\$36,550	\$37,225

1. NURSE'S SALARY SCHEDULE

Full-time nurses who have completed a four-year (B.S.) degree shall be paid an amount equivalent on the teacher's salary schedule listed above. The following will be the salary schedule for full-time (non-degreed) nurses (the same length of workday and number of workdays as full-time teachers) employed by the District. The steps indicate the number of years employed by the District. Nurses employed by the District on less than a full-time basis will be paid a proportionate amount in relation to their education and/or experience.

STEP		
0	77% of Teachers' Salary Schedule B.A. Base	\$18,788
1	79% of Teachers' Salary Schedule B.A. Base	\$19,276
2	81% of Teachers' Salary Schedule B.A. Base	\$19,764
3	83% of Teachers' Salary Schedule B.A. Base	\$20,252
4	85% of Teachers' Salary Schedule B.A. Base	\$20,740
5	87% of Teachers' Salary Schedule B.A. Base	\$21,228

SUPPLEMENTAL SALARY SCHEDULE
2006-2007
BASE SALARY \$24,400

	1 - 5 Years	6 – 10 Years	11+ Years
Athletic Director	18% \$4,392.00	19% \$4,636.00	20% \$4,880.00
Football			
Head Varsity	12% \$2,928.00	13% \$3,172.00	14% \$3,416.00
Asst. Varsity	6% \$1,464.00	7% \$1,708.00	8% \$1,952.00
JH	5% \$1,220.00	5.5% \$1,342.00	6% \$1,464.00
Basketball			
Head Varsity	12% \$2,928.00	13% \$3,172.00	14% \$3,416.00
Asst. Varsity	6% \$1,464.00	7% \$1,708.00	8% \$1,952.00
JH	5% \$1,220.00	5.5% \$1,342.00	6% \$1,464.00
Wrestling			
Head Varsity	12% \$2,928.00	13% \$3,172.00	14% \$3,416.00
Asst. Varsity	6% \$1,464.00	7% \$1,708.00	8% \$1,952.00
JH	5% \$1,220.00	5.5% \$1,342.00	6% \$1,464.00
Volleyball			
Head Varsity	12% \$2,928.00	13% \$3,172.00	14% \$3,416.00
Asst. Varsity	6% \$1,464.00	7% \$1,708.00	8% \$1,952.00
JH	5% \$1,220.00	5.5% \$1,342.00	6% \$1,464.00
Baseball/Softball			
Head Varsity	12% \$2,928.00	13% \$3,172.00	14% \$3,416.00
Asst. Varsity	6% \$1,464.00	7% \$1,708.00	8% \$1,952.00
Track			
Head Varsity	7% \$1,708.00	8% \$1,952.00	9% \$2,196.00
Asst. Varsity	4.5% \$1,098.00	5.5% \$1,342.00	6% \$1,464.00
JH	5% \$1,220.00	5.5% \$1,342.00	6% \$1,464.00
Cross Country	5% \$1,220.00	5.5% \$1,342.00	6% \$1,464.00
Golf			
Head Varsity	7% \$1,708.00	8% \$1,952.00	9% \$2,196.00
Asst. Varsity	4.5% \$1,098.00	5.5% \$1,342.00	6% \$1,464.00
Instrumental Music			
Sr. High	7% \$1,708.00	7.7% \$1,878.80	8.4% \$2,049.60
Elem/Jr. High	2% \$488.00		
Vocal Music			
Sr. High	7% \$1,708.00	7.7% \$1,878.80	8.4% \$2,049.60
Jr. High	2% \$488.00		
Elementary	1% \$244.00		

SUPPLEMENTAL SALARY SCHEDULE CON'T
2006-2007
BASE SALARY \$24,400

	1 - 5 Years	6 – 10 Years	11+ Years
Plays/Musicals	6% \$1,464.00	6.6% \$1,610.40	7.2% \$1,756.80
Speech			
Head	5% \$1,220.00	5.5% \$1,342.00	6% \$1,464.00
Assistant	3% \$732.00	3.3% \$805.20	3.6% \$878.40
Yearbook	6% \$1,464.00	6.5% \$1,586.00	7% \$1,708.00
FCCLA/FFA	4% \$976.00		
Driver's Education	\$145.00 per student for summer of 2006		
Cheerleader Sponsor			
HS Football	2% \$488.00		
HS Basketball	2% \$488.00		
HS Wrestling	2% \$488.00		
JH Football	1% \$244.00		
JH Basketball	1% \$244.00		
JH Wrestling	1% \$244.00		
Concession Stand	1% \$244.00		
Art Club	2% \$488.00		
YSO	2% \$488.00		
Newspaper	2% \$488.00		
Spanish Club	2% \$488.00		
Student Council			
Sr. High	2% \$488.00		
Jr. High	2% \$488.00		
Chaperone BB/VB	2% \$488.00		
Prom	4% \$976.00		
NHS	1% \$244.00		
Intramural (7)	1% \$244.00		

APPENDIX A

TO: SECRETARY BOARD OF DIRECTORS – COON RAPIDS-BAYARD CSD

I authorize you to deduct my Association Dues from my salary over a 12-month period in equal installments. This is the amount of _____
(_____ per month). In the event that my employment is terminated prior to the end of the school year, I authorize you to deduct the balance due to the CR-BEA.

Employee's Signature

Date

APPENDIX B
GRIEVANCE REPORT

_____ School District # _____

Building _____ Date Filed _____

Name of Aggrieved Person _____

Distribution of Form: 1) Association 2) Employee 3) Appropriate Supervisor
4) Superintendent

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LEVEL TWO

A. Date Violation Occurred _____

B. Section(s) of Contract or Policy Violated _____

C. * Statement of Grievance _____

D. * Relief Sought _____

Signature of Aggrieved

Date

Signature of Association President

Date

E. Disposition by Principal or Immediate Supervisor _____

Signature of Principal or Immediate Supervisor

Date

*If additional space is needed, attach additional sheets.

LEVEL THREE

Signature of Aggrieved Person

Date received by
Superintendent

Signature of Association President

Disposition by Superintendent of Schools or Designee _____

Signature of Superintendent

Date

LEVEL FOUR

Signature of Aggrieved Person

Signature of Association President

Date Submitted to Arbitration

Date Received by Arbitrator

Disposition of Arbitrator _____

Signature of Arbitrator

Date